

# ADDPC Request for Information - 2020

Please fill out the following form with as much detail as possible. You can email [sruf@azdes.gov](mailto:sruf@azdes.gov) with any questions you may have. Need to request an accommodation? Reach out via email or call (602) 542-8970. Deadline for all RFI submissions is October 13. Thank you!

Full Name: \*

Jim Warne

Phone Number:

619-379-6163

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Tell us more about yourself and your organization (if applicable) and your experience with developmental disabilities: \*

The Sonoran Center for Disabilities is interested in the creation of a new sub-center to specifically address underserved populations in "Indian Country". This Program with a running title of Native Disability Sub Center (NDSC) program will be a resource for Tribal members with disability, family members and organizations that want to partner for improved disability service and training supports.

The Sonoran University Center for Excellence in Disabilities at the University of Arizona and Jim Warne, Warrior Society Development LLC, has partnered to develop new Native focused programs for Sonoran Center for Disabilities. This partnership includes capacity to

grow with new Native professionals who will have a lasting impact for appropriate service delivery for underrepresented populations located in Arizona. The framework of the planning and partnership development process includes culturally relevant training content and curriculum that is utilized by other Tribal programs and organizations that serve Tribal members with disabilities. The Sonoran Center has enjoyed past partnerships and strives to reenergize the Tribal connections to better serve a population with high representation of disability. NDSC will produce a course available to native and non-native students and community members with disabilities. Jim Warne is an Oglala Lakota Tribal Member who was born and raised in Arizona. He earned his undergraduate degree at Arizona State University where he was the 2017 Native American Alumni of the Year. His graduate work was conducted at San Diego State University (SDSU) and he earned his Rehabilitation Counseling Administration MS degree. He worked at SDSU Interwork Institute from 1993 through 2015 where he created the Circle for American Indian Rehabilitation and Education (CAIRE) program at SDSU. CAIRE created and administered several Native focused continuing education and training programs including the successful Post Employment Training – American Indian Rehabilitation (PET-AIR) certificate programs where over 150 Tribal students participated in the program and seventeen PET-AIR students utilized their certificate units for transfer into MS programs and graduated. After retiring from SDSU in 2015, Jim was asked to help create new programs for the University of South Dakota Center for Disabilities (UCEDD) and created the successful Oyate` Circle sub-center at USD. In the 1990's Jim was contracted by the Northern Arizona University to administer one of their Native focused grant programs. Talking Circles were also utilized as the initial event to gain community buy-in and data gathering through the traditional person-centered approach through the Talking Circles. One of the outcomes of the Phoenix Talking Circle conducted at Urban Indian Health was the creation of the American Indian Disability Summit. This summit has continued for fifteen (15) years as an annual resource and gathering of Tribal members with disabilities, families and Native professionals working in disability, education and human services. All of these programs were created and developed with universal inclusive indigenous knowledge as the foundation with contemporary applications of culture and disability service models. This process served for a successful foundational model of Native focused training and continuing education programs. Jim has over 25 years of experience in Native focused disability programs and has personally been on-site and worked with over 150 Tribal nations in various capacities throughout his professional career.

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What Council goal does your  
project idea address? \*Inclusion &  
Diversity



Please provide a description of your project idea - include as many details as possible. \*

This application proposal will implement a four-year planning, development and implementation process. One year for planning and development through community engagement and three years for implementation of the proposed Native Disability Sub-Center at the Sonoran Center for Disabilities. The Native Disability Sub-Center (NDSC) will be named at a later date, as appropriate, to best represent the 19 Tribal Nations in Arizona. The initial year for the Native Disability Sub-Center will focus on Planning and Development that will set the foundation for a new Native Disability Sub-Center under the umbrella of the Sonoran Center for Disabilities at the School of Medicine at the University of Arizona. This new program will initiate on-site and virtual Talking Circles for various Tribal communities throughout the state. Talking Circles are traditional models for appropriate methods of communication and interaction. Discussions and ideas for strategies are a common outcome. The Talking Circles will serve as a foundation for data analysis for the NDSC. These traditional methods for sharing and storytelling will allow us to gain community input and implement a traditional and contemporary approach to community engagement. The community buy-in produced through this approach produces appropriate interaction with Tribal members and the Native disability culture. There are proven models for Native Disability continuing education and training programs that will be utilized as a foundation for the Sonoran Native Disability Sub-Center.

The proposed Native Disability Sub-Center (NDSC) will be a new program that will provide on-site and virtual trainings, continuing education, workshops and provide a hub for Tribal partners that want to improve disability services for Tribal members with disabilities. There are nineteen (19) Tribal Nations in the state located on federal reservation communities from the four corners, Grand Canyon, Colorado River, Mountain, Desert and Tribal Nations that share a border with Mexico. There is a vast diversity of Tribal Nations in Arizona. Many organizations and educational institutions make the mistake of homogenizing and grouping the Tribal Nations into one culture and assume one "Indian" approach will work. It is the experience of the development team at the Sonoran Center for Disabilities that an indigenized approach to disability and community engagement is essential for success in working with Tribal Nations. This expanded Planning and Development process will produce Partnership and Implementation Plans that will continue in fiscal years 2 through 4 for this new program.

Primary Goal of the Native Disability Sub-Center (NDSC) program is to develop a Native focused program to increase knowledge of disability services, programs available to the nineteen reservation communities and off reservation urban communities with significant Native American populations. Objective 1.1: Provide Disability Training Sessions per year over four years based upon community input and identified disability needs; Objective 1.2:

Expand training, continuing education, partnership development and improved disability services for AZ Tribal Nations; Objective 1.3: Disseminate NDSC materials and curriculum for other Tribal programs, colleges and human service programs to better serve Tribal members with disabilities; and Objective 1.4: Provide an ongoing presence and sustainable resource for Indian Country disability needs as a permanent presence at the Sonoran Center for Disabilities. The NDSC Program will implement a partnership plan for Tribal Vocational Rehabilitation programs, Tribal Colleges, other Tribal organizations and state disability service agencies to incorporate NDSC training and continuing education. New courses and specific training will be developed through this new program. The development team has learned that the curriculum and training materials are “universal” for many disability groups and can be used for other Tribes and cultures as a baseline for replication and appropriate applications for many underrepresented groups throughout the state. Diversity of the Arizona Tribal Nations allow for this universal cultural approach for indigenized disability services and teachings that will apply to other cultures.

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What method would be used to offer this to the community? \*

This planning, development and implementation proposal is essentially a 4-year action plan that will provide a foundation for future sustainable collaborative partnership development. This process will increase inclusion of underrepresented Tribal communities; exchange and utilization of traditional knowledge; increased awareness and understanding of disability from Indian Country perspectives, partnership development with targeted communities and organizations; and ultimately a permanent Native Disability focused program. The AZ UCEDD will obtain greater minority and Tribal member participation, indigenous knowledge exchange and continued sustained collaboration.

Talking Circles; trainings; website; product development; information sharing through multiple formats such as social media, in-person and virtual gatherings, webinars.

How much would this idea potentially cost? \*

\$100,000 per year

Which other organizations would partner on this idea? \*

The Sonoran Center for Disabilities (UCEDD), in partnership with Tribal Nations, representatives, leaders, service providers, vocational rehabilitation services, Tribal members with disabilities and family members, would improve disability awareness, services and infrastructure from an indigenized approach. Reservation and urban communities will be included with other Arizona tribally controlled service programs, institutions of higher education and Tribal Vocational Rehabilitation programs. There are nineteen Tribal Nations located on federal reservations in Arizona. There are five Tribal Vocational Rehabilitation programs located on five reservations in the state including: Navajo, White Mt. Apache, Hopi, Tohono O`dham and Salt River Pima Maricopa. Tribally controlled programs as well as urban Indian programs that are significant in AZ will be recruited as partners on the project.

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What results do you expect after one year? \*

We are focused on Tribal Members with disabilities in rural communities. Data for underserved populations identifies the need to ensure that services, supports, and other assistance are provided in a culturally competent manner and that "individuals from racial and ethnic minority backgrounds are fully included. Culturally competent service provision

includes service supports, training that is conducted or provided in a manner that is responsive to beliefs, Native perspective, attitudes, language, and behaviors of individuals who are receiving the services in a manner that has the greatest likelihood of ensuring their maximum participation. Indigenous philosophies and approach require: 1. Respect; 2. Inclusion 3. Family Dynamics and 4. Recruitment of Native practitioners to provide appropriate skills, knowledge, role models, and sufficient personnel to positively impact diverse and underserved communities for generations to come. After our first-year planning and development process utilizing the Native Talking Circle philosophies stated, NDSC recognizes the important role that we play in enhancing Native focus and inclusion for underserved populations in Arizona. After year-one for planning and development, the process is to expand partnerships with additional resources to improve service to populations with significant poverty, disability rates and that are designated as underserved.

Is there anyone else doing this now? \*

Oyate` Circle sub-center at University of South Dakota Center for Disabilities (UCEDD) developed by Jim Warne and Wendy Parent-Johnson, previous director in SD and now director of Sonoran Center, and continuing under Mr. Warne's leadership.

How could this project achieve sustainability in the future? \*

If funded, a sustainability plan to keep the Program going over time will also be an outcome of the implementation phase of this proposed NDSC Program. The Sonoran Center will commit its resources to maintain the NDSC once established. External funding will always be pursued to continue expansion and growth of the NDSC and to bring additional dollars to support Tribal communities and our collaborative partnerships

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Why is this important for the Council to do? \*

The disability, poverty, education disparities and public health issues for Tribes in Arizona are well documented and extremely alarming. We address this during the initial planning and development phase for this proposal. The reservation communities in Arizona represent rural isolation, poverty, lack of access to disability support services and the highest disability rates in the U.S. Section 21 of the Rehabilitation Act identifies American Indians/Alaska Native populations as having the highest disability rate but also as the most underserved and unserved. This results in American Indians with disabilities facing exclusion from economic self-sufficiency, independent living and culturally appropriate support systems. Tribal members from "Indian Country" face many challenges including poverty, isolation, low socio-economic opportunities, elevated educational dropout rates, suicide, substance dependency, addiction, diabetes and high incidence of orthopedic and behavioral disabilities. These problems are further exacerbated within reservations and Tribal communities by the lack of health and disability services, which further prevents Tribal members with disabilities from full integration, inclusion and access into society.

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Forms

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Follow up data for AZDDPC RFP regarding a new “Native Center” for the Sonoran Center for Excellence in Disabilities.

The Arizona “Oyate Circle” (to be renamed in Arizona Native language) is focused on establishing a Center that will enhance services and supports that assist Native Americans with disabilities with achieving their individual life goals. For this proposal the AZ “Oyate` Circle” will be temporarily referred to as the “Native Center”

The first year will focus on creating the “Native Center” that will be designed together with Tribal communities through Talking Circles held across all reservations and in cities to capture urban Indian perspective. **NOTE:** Talking Circles are traditional community discussion formats that are utilized by many Tribal Nations throughout the nation. This approach has proven to be an effective strategy to gather data, input, needs

assessment, comparative analysis and discussion/listening sessions for inclusion and buy-in from our Native communities and people with disabilities. This approach will lead to follow up meetings, development strategies with new, and established partners that have experience and expanded outreach potential for Tribal Nations and urban communities.

Below is a timeline for Year One:

**Year One** will consist of 6 On-Site Talking Circles located on Tribal Nations and Urban Centers with high Native populations and virtual access for pandemic accommodation

- The initial outreach strategy for this project will be focused on community awareness and marketing of Talking Circles for this new project.
  - Minimum of 4 Tribal Nation based Talking Circles located in strategic geographic locations (i.e. Northeast, Northwest, Central and Southern) ○ Phoenix and Tucson have significant Tribal populations and will be a target location for two (2) Talking Circles
  - In person Talking Circles will be scheduled late in 2021 to accommodate pandemic restrictions determined by each Tribal Nation
- **Year One will also include initial development and staffing for the Sonoran “Native Center”**
  - Virtual outreach and disability awareness training and events will occur in the first two quarters to accommodate the severe impact from COVID-19 in the Native communities throughout Arizona
  - Host the 2021 17<sup>th</sup> Annual American Indian Disability Summit March 26, 2021
  - Consultant support will be available from the date of initiation and will train the new Sonoran “Native Center” administrator
- **Year 2-4** Tribal meetings attended by the new “Native Center” staff and Sonoran Center partners will utilize established Tribal events to conduct follow up Talking Circles for updated data and needs assessments throughout the process of this four (4) year grant period

The Talking Circles will inform what is needed and go beyond that to determine the solution as to how it is created and what it will provide. It will be overseen by Native Americans who will be hired by the Sonoran Center where “Native Center” will be housed.

- **Year One** a search will be conducted to ensure a Tribal Member with extensive experience in human services with a preference of disability specific professional and personal experience will be conducted
- **Year One** once the new “Native Center” Director is hired they will be expected to conduct the six (6) Talking Circle for year one of this project.
- **Year One** Mr. Wayne Weston, the Coordinator for the University of South Dakota

Oyate` Circle program, will be contracted through an inter-UCEDD agreement to serve as an administrative training and support person for this new project (FTE @ 20% for Mr. Wayne Weston)

Also, during the first-year activities will begin such as trainings, technical assistance, and local assistance.

- Attend and present at the 16<sup>th</sup> Annual American Indian Disability Summit in Phoenix 2021 and thru 2024
- Create new training and awareness events based on the Talking Circles and implement the last quarter of Fiscal Year One (FY1)
  - Three “Native Center” events (NOT Talking Circle) will occur in **Year One**
  - Trust and Relationship building will be a focus for this project
  - Reestablish partnerships with the Native community and organizations
  - Create new partners with the Native community and organizations
  - Presence at other partner Tribes and organization events and trainings
  - Present and train within the university and the Sonoran Center to ensure an effective and positive experience for Tribal Members

The resulting outcome will be to Build a central point of connection, resources, and support for Native Americans across the state to access. It will be their Center operated out of the UCEDD who will provide infrastructure support for on-going sustainability

- The upcoming Sonoran Center UCEDD continuation grant will include this new program as a CORE goal and function in the UCEDD 2021 continuation grant
- As a CORE element within the Sonoran Center, this program will establish a center for additional and diversified funding to ensure sustainability post AZDDC funding for multigenerational impact
- The Sonoran “Native Center” will partner with existing university and human service programs to serve as a partner and host for community events and trainings
- Eventually the “Native Center” will be marketed by the Native communities themselves

Due to the extreme representation of disability in Indian Country, this new “Native Center” will focus on the unique needs of Tribal members with disabilities on the nineteen Tribal Nations in the state as well as the urban cities with high Native population centers. This will include a traditional culturally effective and appropriate model for increased participation and trust issues many Arizona Tribal Nations have with institutions of higher education in the state. These measures and knowledge will be applied to ensure success. This model of success will include extensive travel and presence in the Tribal communities in Arizona. The diversity of the Tribal Nations requires a universal approach to disability and culture. Local representatives would be the ultimate goal and vision for this “Native Center” development project. We could be planting a seed of development to establish a sustained “Native Center” that will have a multitude of staff that will be present on all nineteen Tribal Nations. This will require extensive and sustained funding to make this vision come true. This is our first step to

that dream.

**Year One:**

**Activities:**

1. Create a new “Native Center” at the Sonoran Center
2. Begin inhouse training and awareness at Sonoran Center
3. Establish marketing events and process (i.e. logo, website, contact...) 4. Conduct Six (6) Talking Circles with continuing events in year 2-4 5. Hire a new “Native Center” Director, preferably a Tribal member 6. Train and implement the administrative process for “Native Center” 7. Attend and present at 3-4 Tribal Events for engagement and marketing 8. Begin new curriculum development for ongoing university coursework 9. Support and Host future Arizona American Indian Disability Summits 10. Develop and provide 2-3 webinars based on Talking Circle outcomes 11. Create a website presence that will be housed on the Sonoran Center’s website. 12. Design a minimum of three resources to respond to identified areas of requested information during Talking Circles and share on website, social media, and listservs. 13. Provide half-day virtual educational events for state agency personnel to include vocational rehabilitation, developmental disabilities, and AHCCS.

Please feel free to contact us with any other follow up information and/or clarifications. We want to ensure that you have all your questions answered as best we can. This is a very important program that will address an unserved population within the underserved populations, which is Tribal members with disability. We will be a statewide hub for Native Disability issues and positive sustainable outcomes.

Pilamaya (thank you),

Jim E Warne, Sonoran Center